

## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Erin Bourquin</u>	Position Applied for <u>Elem. Ed. (concentration in Science)</u>
Areas of Certification <u>3-4-04</u>	
Name of Interviewer <u>3-4-04</u>	
Date of this Interview	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Comp. literacy - 8 parts - all tied into each other. Shared rdg. indep. rdg., Reading, responses, Guided Reading, → like it, takes organization</i> <i>4</i> <i>Think aloud. Kid writing</i> <i>standards</i> <i>Long. Arts, Sci., SS, math,</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Proactive discipline plan to prevent problems. Modeling &amp; instructing beforehand. Rereading. Age-based consequences. Practice behaviors on their time. Parent communication. Hierarchy of severity of consequences. Post rules.</i> <i>Divergent thinking - How to?</i> <i>Equitable Peer work, Stations, ability grouping, Title I - collaboration.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Informal - pre-assessment, ongoing assessments &amp; diagnostic</i> <i>One-on-one</i> <i>Formal - make relative to what you've done. (Change problem tomorrow)</i> <i>3</i> <i>Use PSSA + standards as a guide</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>masters in Reading - looking toward.</i> <i>Learned more in last 1 1/2 yrs. than all of college</i> <i>Self read. Continuous</i> <i>Integrity - Be true to who you are, stand behind</i> <i>Confid - mentored Par, / tech / students</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: <i>Team work - work w/ Title I teacher + grade level, adminis, etc.</i>					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>well organized - both portfolio + thoughts.</i> <i>Withitness - always knowing what's going on around you.</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 /1

24 /24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Kim Bourguin</i>	Position Applied for  
Areas of Certification <i>Ed Ed. (K-6) (Concentration in Science)</i>	
Name of Interviewer <i>Team B.</i>	
Date of this Interview <i>3/4/04</i>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>4</i>
COMMENTS: <i>2 parts interview - elaborated on all parts. Think aloud and writing</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>4</i>
COMMENTS: <i>APL. traits V marks - based on app differentiated instruction / stations collaboration w/ Title I / LS.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>4</i>
COMMENTS: <i>She assessing one on one, DRAs, running records correlate assess. w/ lesson projects / portfolios</i>					

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Self-motivated - life long learner</i> <i>Mentor</i> <i>Intell. - ✓</i> <i>Confid. - ✓</i> <i>Teamwork - ✓</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

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## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Erin Bourque</i>	Position Applied for <i>ELC</i>
Areas of Certification <i>Area B</i>	
Name of Interviewer <i>3/4/04</i>	
Date of this Interview	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: (1) excellent general competence, kind words. (2) Long Run, W.S. Soc. Sec. SE, net, 4					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: (3) solid good behavior, structure behavior. rules & consequences - VE definite set up take them from the time - APL rules positive is necessary. Resolution with support (4) all are different - LS kind differences - learning stations.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: (5) processing - inquiry, dialogue, ask 3's, 1 on 1 reviews, words DRA - administration. Small over time. found - areas where you teach, PSSH's not good paper/pencil - portfolios (6) following up - didn't really answer					

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: ① must constantly progress as a learner - watches for bypassed - no more. ② Silently - true to make you see - stand behind what you say Conf. - it's the best place you need to maintain Conf. teamwork - working with Jeff Clark, George Cook, Admin.					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

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## EMPLOYMENT INTERVIEW ANALYSIS

No reference  
headed toward him

Erin Bourquin Ekan

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Name of Applicant Position Applied for

Ekan (concentration - science)

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Areas of Certification

J. KARNS

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Name of Interviewer

3/4/04

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Date of this Interview

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: STANDARDS USED AS A "SKELETON TO WORK FROM" USE TO COMPARE ONE THING IN ED TO ANOTHER. NOT THE "END ALL" Assumed as "diagnostic tool" almost on a daily basis.					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: GRADE LEVEL INFLUENCED. CENTERS w/ Books everywhere High quality work - identified on a personal basis - use to push forward. - Not to make those not so academically fortunate feel bad.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - "include writing to math often" much practice. - Modeling from teacher very important. - groups for all students based on need. - allow for movement.					

active Title I guides  
to help assist!



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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>- Had management experience.</i> <i>- dedication.</i> <i>- constantly trying to learn new things.</i> <i>- progress as a learner.</i> <i>- involve part volunteers.</i> <i>- Customer service - very important.</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Very confident</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ /1

☒ 24/24

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## EMPLOYMENT INTERVIEW ANALYSIS

<u>Erin Bourquin</u> Name of Applicant	<u>Elem</u> Position Applied for
<u>Elem K-6</u> Areas of Certification	
<u>Heller</u> Name of Interviewer	
<u>3-4-04</u> Date of this Interview	
<u>Prof- K-3,</u>	

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Grd. 12/03 - 5 wks. Cont. Krl., 6 wks. - still taught. Confident Sergeant</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11

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## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Elin Bourguin</i>	Position Applied for <i>Elementary</i>
Areas of Certification <i>Elementary</i>	<i>no preference - K-3 if goes to Reading master in</i>
Name of Interviewer <i>Schramm</i>	
Date of this Interview <i>3/4/04</i>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>sketch of where need to be - listing where how you are doing assessment - diagnostic tool - what changes to make tomorrow on going - std at end Comprehensive; portfolios (writing) grade</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>based on grade levels K-3; Reading area, lots of books, literature such as Writing Center, stations differentiated instruction on personal basis "good jobs" one on one contact Classroom community varied positive reinforcement</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Reading + writing come up in Sci, SS Divergent thinking</i> <i>persuasive writing in SS</i> <i>writing in PSSA math modeling at writing</i> <i>* 1st Math stations, title 1, aide to assist, A DHO diversity meeting</i> <i>HI, VI FM system, picture class</i>					

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4

## COMMENTS:

Strong work ethic - worked @ age 16 - retail management @ 20 promoted to manager @ 9 months - purchased for 2 stores "A" in SCLM after years of dedicated; constant learn new things progress as a learner.  
 weekly newsletter, open door to parents "customer service" Parent Volunteers (center)

APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
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## COMMENTS:

POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
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## COMMENTS:

40 content interview - 5 wk K @ Cosh Elem - 6 wk @ CS - maybe master in reading  
 5th gr 2 Cosh 9th gr 4 @ Sq.  
 District goals where I should focus -  
 some AP's  
 portfolio was more than 10 pages long  
 Edwina Rodriguez of excellence

Previous long-term experience in the district (90 days in same position) with satisfactory performance

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24 / 24

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## EMPLOYMENT INTERVIEW ANALYSIS

<p><u>Lois Carr</u></p> <p>Name of Applicant</p>	<p><u>Elem. Ed.</u></p> <p>Position Applied for</p>
<p><u>Elem. Ed.</u></p> <p>Areas of Certification</p>	
<p><u>J. Karns.</u></p> <p>Name of Interviewer</p>	
<p><u>3/19/04</u></p> <p>Date of this Interview</p>	

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - Standards "a framework of what I am accountable for, use them as a guideline" - See assessment as a wake-up call - use it to change, make the adaptations. - you must change. - Makes everyone accountable - formal & informal.					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: desks in groups/pairs - manipulatives all around - interactive bulletin boards. - Class open for students to use. - Encourage w/ high expectations - reward system. - student must know you appreciated what they do.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: look @ each child's goals - maybe a different behavior plan for each child look @ each child differently.					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: "I don't forget everything that happens during the day" "must take work home" Did much above & beyond - "I want the best for my students" - works collaboratively -					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: "I want a job, I want to teach, I want to make a difference"					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

23 /24

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## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Lori Carr</u> <u>Elem Ed. min Sp in Elem</u>	Position Applied for  
Areas of Certification <u>Team B</u>	
Name of Interviewer : <u>3/19</u>	
Date of this Interview  	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4

## COMMENTS:

- ① Incorporate R, W, L. - performance tasks - groups. working, pre writing, strategies, read well, charting + coloring, read aloud, deep reading, conf.
- A reader.
- ② Reading + math, Sci S. St, written for a 2nd - approved ?

II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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## COMMENTS:

- ③ Disc - other position - for of models, approach at beginning of year - design rules, student input, position models.
- ④ read IEP's to meet needs. diff work, meet when needs - noted as well. actively designs

III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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## COMMENTS:

- ⑤ Informal - web on board to assess prior knowledge, KWL - bell ringers, sample problem, formal - test for grade - end of unit - std on unit report, project construct.
- ⑥ facilitate of info, engage in learning hands on, manipul, projects - perf tasks, open ended question, projects.



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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: ① PD "I haven't went <u>back</u> to school strengthen area in which I know a job. ② Integrity - value, worth - best I can do. Conf. - Can't talk about student outside of classroom (privacy not to be broken) Interview - need to accomplish look Call back					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

33/24

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## EMPLOYMENT INTERVIEW ANALYSIS

<i>Jori Carr</i> Name of Applicant	Position Applied for
<i>E.Ed.</i> Areas of Certification	
Name of Interviewer	
Date of this Interview	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Comfortable w/ 4 block. Read aloud</i> <i>Class. Standard - writing, presenting, word wall</i> <i>create performance tasks</i> <i>Conf. w/ students</i> <i>and rubrics - student flow R.R.</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>stress positive</i> <i>✓ IEP of included students</i> <i>proximity</i> <i>modify / adapt assess.</i> <i>inclusion</i> <i>ref. gifted kids</i> <i>keep pos. behavior / good support.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>informal - think / brainstorm, KWL chart</i> <i>formal -</i> <i>Bill King (APL) / facilitator of info.</i> <i>engage learners / hands on</i> <i>release them</i> <i>practice test taking skills / performance tasks</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: <i>Strength areas</i> <i>will push area to opening in</i> <i>Integrity - worth/policy/last effort</i> <i>Confidentiality - good answer</i> <i>Research - know curriculum thoroughly</i> <i>"My" class - attended P.T.O. meetings regularly</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11

23/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Lori Carr</u>		Position Applied for <u>Elem Ed. <del>minor in Spanish</del></u>
Areas of Certification <u></u>		
Name of Interviewer <u></u>		
Date of this Interview <u>3-19-04</u>		

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - 4 blocks - Rdy Writ/list combined. Performance task w/ rubric. Read aloud exposing new text. Indep. reading. AR tests. - Standards - Rdy. Math, Sci, SS <sup>math</sup> a lot, but not approved yet?					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - Stress the positives - work toward earning rewards. Student input in designing rules. <del>Believes she</del> Believes she has good rapport & class mgt. - Look at IEP's inclusion - meet their needs.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - Informal - big class w/ a well & discuss background knowledge. KWL chart. Bell ringers. Formal - after a unit of study - not necessarily a test. Can be alternative to written. (Project) - Hands on - math manipulatives. Projects in class. Practice PSSA Open ended questions every week.					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: - Wants to go back to school to focus on an area that she ends up in. - Teamwork - all on same page, team teaching, use each other as resources. - conf. - can talk about your students. Stay in classroom. Int. - with a voice					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 / 1

23/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Lori Carr</u>	Position Applied for <u>pref. 4-5 - will take any</u>
Areas of Certification <u>EI. Ed.</u>	
Name of Interviewer <u>3.19.04</u>	
Date of this Interview <u>3.19.04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<u>4</u>
COMMENTS: <i>"We had to use it"</i> <i>a framework of what student need to know.</i> <i>HALB - a wake-up call</i> <i>Assess - makes kids accountable</i> <i>Informal &amp; formal</i> <i>Sub - 5yr. 4th gr. + 5th 7-8 gr. ES Summer Math TSS</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<u>3</u>
COMMENTS: <i>Pairs of desks</i> <i>Library</i> <i>writing workshop</i> <i>word wall</i> <i>bulletin boards</i> <div style="display: inline-block; vertical-align: top; margin-left: 20px;"> <i>• Verbal Praise</i>  <i>• Bulletin Board - A papers</i> </div>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<u>4</u>
COMMENTS: <i>R + W in everything</i> <i>Writing Perf Task w/connections</i> <i>Guided Reading</i> <div style="display: inline-block; vertical-align: top; margin-left: 20px;"> <i>Review IEP's</i>  <i>Behavior Plans</i> </div>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Education is always changing - you have to be willing to change</i> <i>The deg doesn't end @ 5:30</i> <i>Take work home</i> <i>Made a newsletter</i> <i>Coach for Eco-meet</i> <i>Puts in 100%</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>calls,</i> <i>newsletter</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

/1

23/24

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## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	Lori Carr	Position Applied for	Elementary - (Spanish minor) no preference
Areas of Certification	B Schoenew		but more experience w/ 4-5
Name of Interviewer	3/19/04		
Date of this Interview			

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: starts in lesson plans; framework of what students need to know + be accountable for; state lesson + use old as guideline NCLB wake up call - plan of strengths + weaknesses - Δ to meet expectations - PSSA should not scare you - add teachers #2 kids accountable - inform / formal.					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: library; group or pair desks, manipulatives, decision making center; word wall; B&B display work / jobs, Schedule open for kids to use - encourage to do best; display; reward system					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: R+W in everything; OE task - <sup>read +</sup> explain, why; SS cite evidence Connection - Check IEPs goals → separate behavior plan; document individual teaching, small group Don't lose focus of whole class					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>works beyond the day; work home; academic tutor; coach for swim meet - Best for students; engage students in learning</i> <i>lowes best + used to be</i> <i>parent signed student planner - notes to parents; monthly newsletter; PC, Conf.</i> <i>open door to parents (except during instruction time)</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>99 Slippery Rock - CV 4th gr - 5th gr (1 1/2 yr) 6 wks ES (7/8 CV HS) Title I Science math teacher</i> <i>TSS - Mexico City American School; HI, VI,</i> <i>handled interruption w/o messing a beat</i> <i>I want to make a difference &amp; I want to teach</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

/1

24/24

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# EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Lori Carr</u>	Position Applied for <u>Elem</u>
Areas of Certification <u>Elem K-6 - Spanish minor</u>	
Name of Interviewer <u>Heller</u>	
Date of this Interview <u>3/19/04</u>	

*page 4 of 5 would do anything*

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ /1

☐ /24

24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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# EMPLOYMENT INTERVIEW ANALYSIS

<u>Lori Carr</u>	
Name of Applicant	Position Applied for
<u>El Ed</u>	<u>minor Spanish Ed for elem.</u>
Areas of Certification	
<u>Team B</u>	
Name of Interviewer	
<u>03/19/04</u>	
Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>Expects a lot of work, 4 domains, Read + Memorize - Perf Tasks scored to rubric / making words - words were Read Aloud - Ind. Rdg use for conferencing, integrat AP, Reading Month, Science, S. Studies PE Month</u>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>Three Positive - Marbles in Jar students part of rule design (consistent) look at IEP's - must meet needs when included dif. instruction - discussed individual differences</u>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>Informal - at beg of class (KWL - web) bell ringers - before xerox Formal - worth more than informal after a unit of study project - test - Standard 6a</u>					

"Facilitator of Info" - time for student engagement  
Performance tasks - use concrete, kinetic & practical

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Wants to strengthen areas to benefit t.h.g.</i> <i>Work - accomplish more quickly</i> <i>Use each other as resource</i> <i>C. +</i>					
I. worth APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ /1

☒ 24/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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## EMPLOYMENT INTERVIEW ANALYSIS

<p><u>Lori Carr</u></p> <p>Name of Applicant</p>	<p><u>Elem. Ed.</u></p> <p>Position Applied for</p>
<p><u>Elem. Ed.</u></p> <p>Areas of Certification</p>	
<p><u>J. Kains</u></p> <p>Name of Interviewer</p>	
<p><u>3/19/04</u></p> <p>Date of this Interview</p>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
<p>COMMENTS: - Standards "a framework of what I am accountable for, use them as a guide" - see assessment as a wake-up call - use it to change, make the adaptations. - you must change. - Makes everyone accountable - formal &amp; informal.</p>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
<p>COMMENTS: desks in groups/pairs - manipulatives all around - interactive bulletin boards - Class open for students to use. - Encourage w/ high expectations - reward system. - Student must know you appreciate what they do.</p>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
<p>COMMENTS: look @ each child's goals - maybe a different behavior plan for each child - look @ each child differently.</p>					



	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: "I don't forget everything that happens during the day." "must take work home" Did much above & beyond - "I want the best for my students" - works collaboratively -					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: "I want a job, I want to teach, I want to make a difference"					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

23 / 24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: (1) Imports R.W.L. - performance tasks - group, writing, problem solving, strategy and well, clarity + chemistry, well done, deep understanding, A grade. (2) Reading + math, Sci S. St, written for a 2nd - appeared 2					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: (1) Dec - then positive - for 4 models, approach at beginning of year - design rules, student input, positive models. (2) read IEP's to meet needs. diff work, meet with needs. noted as well. actively designed					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: (1) Informal - well then know the answer, prior knowledge, KWL - held designs, sample problem, Formal - test for grade - end of unit - 2nd or unit report, project construct. (2) facilitate of info, engage in learning hands-on, writing, practice - problem, open ended question, finish					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: (7) PD "I haven't went back to school" Shogren area in which I have a job. (8) Integrity - values, write - best I can do. Conf - Can't talk about student outside of classroom (priv. not to be used)					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

23/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

# EMPLOYMENT INTERVIEW ANALYSIS

<i>Fri Carr</i> Name of Applicant	Position Applied for
<i>E.L.D.</i> Areas of Certification	
Name of Interviewer	
Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Comfortable w/ 4 Block. Read aloud. Cited student - writing, presenting, worksheet, performance tasks. Conf. w/ students used rubrics - student found it.</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Stress positive. IEP if included students. Proficiency modify / adapt assess. consistent help. Gifted kids keep in positive behavior / good support.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>informal - web / brainstorm, KWL chart formal - Bill Kinger (APL) / facilitator of info. engage learners / knowledge related themes practice test taking skills / performance tasks</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	3
COMMENTS: <i>Strength does</i> <i>will push area to opening in</i> <i>Integrity, work product, best effort</i> <i>Confidentiality - good inner</i> <i>Teamwork - know curriculum teaching</i> <i>"My" class - attended PTO meetings regularly</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ /1

☒ 2-3 /24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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## EMPLOYMENT INTERVIEW ANALYSIS

<div style="display: flex; justify-content: space-between;"> <span><u>Lori Carr</u></span> <span></span> </div>	
Name of Applicant <u>Elem Ed. minor in Spanish</u>	Position Applied for 
Areas of Certification 	
Name of Interviewer 	
Date of this Interview <u>3-19-04</u>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - 4 blocks - Rdy (Writ) list combined. Performance task w/ rubric. Read aloud exposing new text. Indep. reading. AR tests. - Standards - Rdy. Math, Sci, SS <sup>Math</sup> a lot, but not approved yet?					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - Stress the positives - work toward earning rewards. Student input in designing rules. <del>Believes</del> Believes she has good rapport & class mgt. - Look at IEP's inclusion - meet their needs.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - Informal - big class w/ a well & discuss background knowledge. KWL chart. Bell ringers. Formal - after a unit of study - not necessarily a test. Can be alternative to written. (Project) - Hands on - math manipulatives, projects in class. Practice PSSA Open ended questions every week.					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: - Wants to go back to school to focus on an area that she ends up in. - Teamwork - all on same page, team teaching, use each other as resources. - conf. - can't talk about your students. Stay in classroom. Int. - worth a value					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 / 1

23 / 24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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# EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Lori Carr</u>	Position Applied for <u>pref. 4-5 - will take any</u>
Areas of Certification <u>EI. Ed.</u>	
Name of Interviewer <u>3.19.04</u>	
Date of this Interview <u>3.19.04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: "We had to use it" a framework of what student need to know: ALB - a wake-up call Assess - makes kids accountable Informal & formal Sub - 5yr. 4th gr. + 5th 7-8 gr. ES Summer Math TSS					
II. CLASSROOM ENVIRONMENT	No knowledge evident Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates Exhibits a thorough understanding.	3
COMMENTS: <div style="display: flex; justify-content: space-between;"> <div>             • pairs of desks              • library              • writing workshop              • word wall              • bulletin boards           </div> <div>             • Verbal Praise              • Bulletin Board - A papers           </div> </div>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <div style="display: flex; justify-content: space-between;"> <div>             R + W in everything              Writing Perf. Task w/connections              Guided Reading           </div> <div>             Review IEP's              Behavior Plans           </div> </div>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Education is always changing - you have to be willing to change</i> <i>The day doesn't end at 5:30</i> <i>Take work home</i> <i>Made a newsletter</i> <i>Coach for Eco-meet</i> <i>Puts in 100%</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>calls,</i> <i>newsletter</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ 1

☒ 23/24

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# EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	Lori Carr	Position Applied for	Elementary - (Spanish minor) no preference
Areas of Certification	B Schomver		but more experience in 4-5
Name of Interviewer	3/19/04		
Date of this Interview			

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>olds in lesson plans; framework of what students need to know; be accountable for; write lesson + use it as guideline</i> <i>NCLB wake up call - plan of strengths + weaknesses -</i> <i>Δ to meet expectations - PSSA Standard Score 100 - Admin. teachers #2</i> <i>Kids accountable - inform / formal.</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>library; group or pair desks, Manipulatives, Accessory writing center; word wall; BB display with jobs, Schedule open for kids to use</i> <i>— encourage to do best; display; reward system</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>R+W in everything; OE task - explain, why; SS cite evidence connection</i> <i>— Check IEPs goals → separate behavior plan; documentation individual teaching, small group</i> <i>Don't lose focus of whole class</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4

## COMMENTS:

works beyond the day; work home; academic tutor; coach for  
 lives best student - Best for students; engage students in learning  
 parent signed student planner - notes to parents; monthly  
 newsletter; pc, Conf.  
 open door to parents (except during instruction time)

APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
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## COMMENTS:

POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
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## COMMENTS:

99 Slipping Rock -  
 CV 4th gr - 5th gr (1 1/2 yr) 6 weeks ES (7/8 CV HS) Title I Science math teacher  
 TSS - Mexico City American School; HI, VI,  
 handled interruption w/o messing a beat  
 I want to make a difference & I want to teach

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11

24/24

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# EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Lori Carr</u>	Position Applied for <u>Elem</u>
Areas of Certification <u>Elem K-6 - Spanish minor -</u>	
Name of Interviewer <u>Heller</u>	
Date of this Interview <u>3/19/04</u>	

*page 45 would do anything*

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

/1

/24

24

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# EMPLOYMENT INTERVIEW ANALYSIS

<u>Lori Carr</u>	
Name of Applicant	Position Applied for
<u>El Ed</u>	<u>minor Spanish Ed for elem.</u>
Areas of Certification	
<u>Team B</u>	
Name of Interviewer	
<u>03/19/04</u>	
Date of this Interview	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<u>4</u>
COMMENTS: <u>Expects to work 4 hours - Read + Review - Part of</u> <u>scored is rubric - making words - don't have</u> <u>Read Aloud - That Rdg use for conferencing, integrat-</u> <u>AP</u> <u>Reading with team S. Stokes PE</u>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<u>4</u>
COMMENTS: <u>More Balance - Monitor in Jan</u> <u>Students part of rule design (consistent)</u> <u>Look at IEP's - must meet needs when included</u> <u>diff. instruction - discussed with differences</u>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<u>4</u>
COMMENTS: <u>Informal - at beg of class (RDG) - work</u> <u>bell rings - before work</u> <u>Formal - worth more than informal</u> <u>offer a unit of study</u> <u>project - test - standard to</u>					

Facilitator of info - time for student engagement  
beginning of class - time for student engagement



	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Want to strengthen areas to benefit city.</i> <i>Work - accomplish more quickly</i> <i>Use each other as resource</i> <i>C. +</i>					
<i>I. worth</i> APPEARANCE/ HABITS	<i>value T</i> Very sloppy in appearance or unacceptable personal habits	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ 11

☒ 24/24

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# EMPLOYMENT INTERVIEW ANALYSIS

<u>Lois Carr</u>	<u>Elem. Ed.</u>
Name of Applicant	Position Applied for
<u>Elem. Ed.</u>	
Areas of Certification	
<u>J. Karns</u>	
Name of Interviewer	
<u>3/19/04</u>	
Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4

COMMENTS: - Standards "a framework of what I am accountable for, use them as a guide line"  
 - See assessment as a wake-up call - use it to change, make the adaptations.  
 - you must change.  
 - Makes everyone accountable - formal & informal.

II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
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COMMENTS: desks in groups/pairs - manipulatives all around  
 - interactive bulletin boards  
 - Class open for students to use.  
 - Encourage w/ high expectations - reward system. - Student must know you appreciate what they do.

III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
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COMMENTS: look @ each child's goals - maybe a different behavior plan for each child  
 look @ each child differently.

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: "I don't forget everything that happens during the day," "must take work home" Did much above & beyond - "I want the best for my students" - works collaboratively -					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: "I want a job, I want to teach, I want to make a difference"					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

/1

23 /24

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# EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Lori Carr</i> ELEM Ed.	Position Applied for 1st Sp in Elem.
Areas of Certification <i>Team B</i>	
Name of Interviewer <i>3/19</i>	
Date of this Interview	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: (1) Designed R.W.L. - performance tasks - groups working, few writing, design - could well, clarity & clarity, not clear, design writing, confer. A teacher. (2) Reading - math, Sci & St, written for a 2nd - approved?					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: (3) Disc. - other positive - for 4 models, approach at beginning of year - design rules, student input, positive models. (4) Read IEP's to meet needs. diff. work, meet needs needs - noted as well - actually designs.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: (5) Informal - used for board to answer, prior knowledge, KWL - , bell ringers, sample problem. Formal - test for grade - end of unit - set on unit report, project constraint. (6) facilitated up info, longer in learning hands on, (writing) positive - perf. tasks, open ended questions, practice.					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: (7) PD "I haven't went back to school strengthen area in which I have a job. (8) Integrity - value, worth - best I can do. Conf - Can't talk about student outside of classroom (primarily not kind I remember - need to accomplish task Call center - all in same way - use back office as a source					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

23/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Comfortable w/ 4 Block. Read aloud Cited standards - writing, printing, word wall create performance tasks Conf. w/ students used rubrics - student found R.R.					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: these positive ✓ IEP if included, students proficiency modify / adapt assess. consistent exp. gifted kids keep positive behavior / good support.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: informal - work / brainstorm, KWL sheet formal - Bellringer (APL) / Facilitator of info. Sagey learners / work on release them practice test taking skills / performance tasks					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: <i>Strength does</i> <i>will push area to opening in</i> <i>Integrity - worth/paid best effort</i> <i>Confidentiality - good inner</i> <i>Network - know curriculum history</i> <i>"My" class - attended PTO meetings regularly</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11

23/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.